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**UNITED STATES COURT OF APPEALS  
FOR THE THIRD CIRCUIT**

**Term Law Clerk Benefits**

**Core Federal Benefits:**

- Participation in the Federal Employees Health Benefits (FEHB) Program of your choice.
- Participation in the Federal Employees Group Life Insurance (FEGLI) Program.

**Supplemental Benefits: (Optional Benefits)**

- Federal Employees Dental and Vision Insurance Program (FEDVIP)
- Federal Judiciary Flexible Benefits Program (ADP)
  - 1. Premium Payment Plan
  - 2. Health Care Reimbursement Account
  - 3. Dependent Care Reimbursement Account
- Federal Judiciary Commuter Benefit Program (ADP)
- Federal Judiciary Long-Term Care Insurance Program (Long Term Care Partners - a subsidiary of John Hancock)
- Employee Assistance Program (EAP)

**Leave Programs:**

Law clerks are assumed to be exempt from coverage under the Leave Act at the time of their appointment unless the appointing officer elects to include them under the leave system. A law clerk excluded from the Leave system does not earn annual or sick leave. Use of leave is at the discretion of the appointing officer. Note: If a law clerk is included under the leave system by the appointing officer, leave is earned on a leave year basis as follows:

- **Annual Leave:**  
Full-time employees earn 13 days of annual leave for the first 3 years of service; 20 days of annual leave after 3 years of service; and 26 days after 15 years of service. Annual leave may be carried over from one leave year to the next and accumulated up to a maximum of 240 hours.
- **Sick Leave (Family Friendly and FMLA):**  
Full-time employees earn 13 days of sick leave per leave year. Sick leave is accrued without limit and is not affected by length of service.

Note: Annual and Sick Leave for part-time employees is based on number of hours in a pay status.

- **Holidays:**  
Ten (10) paid Federal Holidays are observed each calendar year (New Year's Day, M.L. King, Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day).
  - **Military Leave:**  
Full-time employees accrue 15 calendar days of military leave at the beginning of each fiscal year. Part-time employees accrue leave on a pro-rated basis.
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